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## Action

### *Credentialing and Certificated Assignments Committee*

#### **Credential Waiver Shortage Areas**

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**Executive Summary:** This agenda item updates the Credential Waiver Shortage Areas and recommends no longer designating six areas as shortage areas.

**Recommended Action:** The Commission designates Special Education, 30-Day Substitute, Clinical and Rehabilitative Services and Designated Subjects in Driver Education and Training as credential waiver shortage areas effective with waivers issued on or after July 1, 2006.

**Presenter:** Dale Janssen, Director,  
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Strategic Plan Goal: 1

Promote educational excellence through the preparation and certification of professional educators

- ◆ Sustain high quality standards for the preparation of professional educators

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# Credential Waiver Shortage Areas

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## Introduction

The Commission established credential waiver shortage areas to reduce the paperwork an employing agency needs to submit in support of a credential waiver. Waivers requested in shortage areas appear on the Appeals and Waivers Committee Consent Calendar rather than on the Conditions Calendar. The designation of credential waiver shortage areas informs employing agencies that they can expect to have a difficult time finding a credentialed teacher in that area. Consequently, the need to submit evidence of recruitment is less of a need and the shortage area designation also informs the Appeals and Waivers Committee members that a detailed justification is not required. Currently there are ten areas that have been designated credential waiver shortage areas: special education, clinical/rehabilitative services, teacher of English learners, teacher of math or science, reading specialist, driver education and training, library media services, multiple subject, school nurse and 30-day substitute. Based on the 2004-05 credential waiver numbers, staff is recommending that only four continue to be considered shortage areas: special education, clinical/rehabilitative services, driver education and training and 30-day substitute. These four areas make up 87% of all credential waiver requests. This recommendation is made solely for the purposes of issuing credential waivers and is based on the numbers displayed in Table 1 and Table 2 of this agenda item.

## Background

The Commission has had the responsibility for granting credential waivers since July 1994. During the past eleven and a half years, the Commission has developed criteria the staff and the stakeholders use to determine the issuance of a credential waiver. The Commission has also identified credential areas where there is a shortage of credentialed teachers in order to reduce the paperwork necessary to request a credential waiver. It has been five years since the Commission has reviewed the shortage areas. The current shortage areas are special education, clinical and rehabilitative services, teaching English learners, teachers of math and science, reading specialist, driver education and training, library media services, multiple subject, school nurse and 30-day substitutes.

Table 1 displays the number of waivers that have been issued in the shortage areas over the past five years. There has been a significant reduction in the number of waivers that have been issued since 2000. Overall, there has been a 70% reduction in waivers, 6,863 in 2000-01 and 2,091 in 2004-05. There has also been a reduction in the number of credential waivers issued in the shortage areas except for clinical and rehabilitative services.

**Table 1**  
**Credential Waivers Issued in Shortage Areas, 2000-01 through 2004-05**

<b>Permit/Credential Type</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>	<b>5 year change</b>
Special Education	2,060	1,857	1471	904	790	-61.7%
30-Day Substitute	2,932	3,041	1,560	833	624	-78.7%
Clinical or Rehabilitative Services	321	395	421	371	368	14.6%
Designated Subjects (mostly Driver Education & Driver Training)	70	98	49	89	49	-30.0%
Multiple Subject	261	164	117	47	29	-88.9%
Mathematics	292	210	95	32	26	-91.1%
Library Media	63	63	54	27	16	-74.6%
Science: Biological Science	62	38	25	7	13	-79.0%
BCLAD	4	1	14	9	11	175.0%
Reading Specialist	269	241	192	12	8	-97.0%
Science: Geosciences	6	7	1	1	5	-16.7%
School Nurse	8	4	3	1	1	-87.5%
Science: Physics	9	13	11	2	1	-88.9%
Science: Chemistry	20	21	9	3	0	-100.0%

With such significant reductions in the number of waivers being issued, it is appropriate to update the credential waiver shortage areas. The identification of credential shortage areas reduces the paperwork necessary to request a credential waiver. If an employing agency requests a credential waiver in any of the current shortage areas, the agency does not need to submit evidence of recruitment. The agency needs only to list the types of recruitment it has completed for the requested waiver. Employing agencies requesting credential waivers in non-shortage areas must provide documentation of its recruitment efforts by submitting copies of announcements, advertisements, etc. By updating the shortage areas, employing agencies will be required to submit more documentation in those areas that are no longer considered shortage areas.

## **Shortage Areas**

### *Special Education*

While there has been significant progress in reducing the number of special education waivers, significant numbers of credential waivers are still being requested. Employing agencies continue to struggle to find fully credentialed special education teachers. Table 2 displays that 1% of the special education teachers are on credential waivers. While the percentage is relatively low, the

actual number of special education waivers is high. By keeping the special education waivers on the shortage list employing agencies will be able to continue to submit reduced documentation.

### *30-Day Substitutes*

There has also been significant reduction in the number of 30-Day Substitute waivers. The Department of Education does not collect data on 30-Day Substitutes so it not possible to compare the number of credential waivers that have been issued to the number of 30-Day Substitutes who are employed each year. Once again, by reviewing the volume of substitute waivers requested each year, it would be helpful to employers to keep the substitutes on the shortage list.

### *Clinical or Rehabilitative Services*

Clinical or Rehabilitative Services has shown a slight decline over the past three years, yet there continues to be a significant number of requests for these types of credentials. One of the reasons for the high number of requests is the lack of emergency documents for the Clinical or Rehabilitative Services Credential. An individual must either hold a full credential or be on a credential waiver to provide services in the clinical or rehabilitative services area. Table 2 shows that 7.5% of those providing clinical and rehabilitative services are serving on a credential waiver. This is the highest percentage of any of the credential waivers.

### *Designated Subjects – Driver Education and Training*

The last area that staff is recommending to remain as a shortage area is the designated subjects credential authorization of driver education and driver training (DEDT). While the numbers of DEDT that have been requested are low, the availability of the program is limited. There are only two programs offered in the state, one at the University of California Riverside Extension and the other through the Fresno County Office of Education. Consequently it is difficult for districts that are not located near either of these locations to find fully credentialed driver training teachers. Because there is a limited number of programs; staff is recommending that employing agencies not be held to the higher level of recruitment documentation for DEDT waivers.

**Table 2**  
**Comparison of the number of certificated employees in each shortage area with the number of credential waivers issued in 2004-05**

<b>Permit/Credential Type</b>	<b>Employees</b>	<b>Waivers</b>	<b>Percentage</b>
Special Education	68,044	790	.01
Clinical/Rehabilitative	4,866	368	.075
Multiple Subject	145,756	29	.0002
Mathematics	19,184	26	.001
Science	15,213	19	.001
Library Media	1,148	16	.01
School Nurse	2,821	1	0

The employee data is from the California Department of Education's California Basic Educational Data System (CBEDS). CBEDS does not have data on the number of 30-Day Substitutes, teachers of English learners, reading specialists or driver education and training.

## **Proposed Non-Shortage Areas**

### *Multiple Subject*

The area of multiple subjects was placed on the shortage list after the implementation of class size reduction in 1996. As the numbers show in both Table 1 and Table 2, the shortage of multiple subject credential holders has passed. Information provided by a number of colleges show that new multiple subject credential holders are now finding it difficult to find employment. Based on the low number of multiple subject waivers, staff is recommending that this area no longer be considered a shortage area for the purposes of issuing credential waivers.

### *Mathematics and Science*

The Center for the Future of Teaching and Learning's *The Status of the Teaching Profession 2005* states that the areas of math and science have long been identified as shortage areas. Surprisingly, the credential waiver numbers show that employing agencies are no longer using credential waivers to meet the need for math and science teachers. While they may continue to be shortage areas, employers are apparently finding individuals who either qualify for an internship or emergency permit. Due to the low number of requests for credential waivers in both math and science, staff is recommending that these areas no longer be considered shortage areas for the purposes of issuing credential waivers.

### *Library Media*

With a 71% drop in the number of library media waiver requests, the number demonstrates that the supply for library media teachers and the demand may have equalized. Based on the low number of library media waiver requests, staff is recommending that this area no longer be considered a shortage area for the purpose of issuing credential waivers.

### *School Nurse*

The number of school nurse waivers dropped after the Commission changed its waiver criteria to no longer issue bachelor's degree waivers. For an individual to qualify for the Preliminary School Nurse Credential, he or she must hold a bachelor's degree and be a Registered Nurse. The Commission criteria did not allow the Registered Nurse requirement to be waived. Consequently the school nurse waiver could only be for a bachelor's degree. The one School Nurse waiver that was issued in 2003-04 and 2004-05 is for a bachelor's degree waiver that was issued prior to the change in criteria. Based on the fact that the Commission's criteria no longer allows school nurse waivers, staff is recommending that school nurse no longer be considered a shortage area for the purposes of issuing credential waivers.

### *Reading Specialist*

Table 1 displays that there was a 97% reduction in the number of reading specialist waivers. There are two reasons for this reduction. Teachers did not have programs available to earn the reading specialist as the reading specialist programs at the colleges and universities were not developed until the late 90's. The money that had been allocated for reading specialist is no longer in the state budget. With the demand for reading specialist waivers almost gone, staff is

recommending that this area no longer be considered a shortage area for the purposes of issuing credential waivers.

### *Teachers of English Learners*

This area was designated as a shortage area prior to the implementation of SB 2042 credentials that include an English Learner authorization. The only remaining waiver for English learners is the Bilingual Crosscultural Language and Academic Development (BCLAD) waiver. As displayed in Table 1, there has been a significant percentage increase but not in the number of waivers. Based on the low number of BCLAD waivers, staff is recommending that this area no longer be considered a shortage area for the purposes of issuing credential waivers.